



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Sectoral Social Dialogue Committee on Telecom
Steering group meeting on 2 March 2011, Brussels

Minutes

1. Follow-up on the Good Work – Good Health project

As agreed at the last working group meeting on 29 November 2010, UNI europa presented its draft for a joint statement adopting the good practice guidelines. ETNO and UNI europa worked on the text line by line, until the final text was agreed. The Co-Chairs of the social dialogue committee, Mr Zylberberg (ETNO) and Ms Salis-Madinier (UNI europa) then signed the document.



GWGH joint
declaration signed.pdf

2. Skills and training

ETNO presented its proposals for the work of the social dialogue committee in the area of skills and training.



2nd march meeting
presentation.ppt

UNI europa welcomed the commitment by ETNO and its member companies. It reiterated the importance of this issue for the workers, but pointed out that the initiative by the Commission to set up an ICT skills council was too broad. UNI europa also highlighted the necessity to agree on clear objectives for a project. It should be driven by the social partners rather than a random big group of organisations. UNI europa also cautioned against limiting the discussion to the high-level skills of chartered engineers; rather, since the trade unions also represent many technicians, the future perspective for them and their skills should also be discussed.

ETNO drew attention to the fact that the titles and names of qualifications of the existing workforce aren't the same across Europe, even if a process of educational harmonisation is ongoing. The terminology used (e.g., engineer and technician) should therefore not be in the foreground of the discussion. Rather, the focus should be on skills instead of titles.

Mr Hubert (European Commission) outlined the plans for exploring the setup of a European skills council in the ICT sector (see attached paper). Both ETNO and UNI europa posed questions that were critical of the concept, pointing out that the worlds of telecommunications and IT were quite different and didn't have the same needs. A

convergence of screens at the users' end still doesn't mean a convergence of industries, leading to different skills needs on the side of the provider. Both sides agreed that the concept as presented by the Commission would be too broad, and it was agreed that this point would also be conveyed at the meeting on 11 March 2001 of potential stakeholders for an ICT skills council.



ICT Sector Council
proposal.pdf

ETNO and UNI europa agreed to continue this discussion at the next working group meeting on 6 April 2011, and to relaunch the skills and training working group of the social dialogue committee.

3. Work programme 2010-2011

Regarding health and safety, it was agreed that the follow-up to the Good Work – Good Health project would be the major activity in 2011, based on a questionnaire to be circulated in October. A discussion would then take place once the results are available. UNI europa pointed out that the methodology for the follow-up and the questionnaire would still need to be discussed and agreed, which should happen at the working group meeting on 7 June. ETNO also wished to again focus on physical risks during the next 2 years, since the Good Work – Good Health project now covered mental wellbeing.

Regarding skills and training, the discussion on how to proceed with a possible skills council and joint project will be continued at the working group meeting on 6 April 2011 in a wider circle.

Regarding an improvement in the participation of new Member States, there is no progress to report, although it remains an important issue.

Regarding regulatory affairs, both ETNO and UNI europa wished to keep this item on the work programme and to be informed of Commission initiatives in this area.

Regarding work organisation, the corresponding working group will remain frozen for the time being, including activities in the field of CSR.